

**JANICE K. FRANKMAN, J.D.**  
2811 University Avenue S.E. #14737, Minneapolis, MN 55414  
(651) 209-1882; Fax: (651) 209-1883  
[frank040@umn.edu](mailto:frank040@umn.edu)

**Occupation:** Arbitrator and Mediator

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
National Mediation Board

Minnesota State Bar Association  
Conflict Resolution Minnesota

**EDUCATION**

JD William Mitchell College of Law  
BS University of Minnesota

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**1991 – present:** Arbitrator of labor and employment cases for AAA (1991-2005), FMCS, MN Bureau of Mediation Services, Ill. Educational Relations Board, MI Employment Relations Commission, National Mediation Board, NE Commission of Industrial Relations, WI Employee Relations Commission, IA Public Employee Relations Board, MT Labor Standards Bureau and Board of Personnel Appeals, permanent panels and invited by attorneys and private parties. **2002-2005:** Adjunct Professor, University of Minnesota Law School. **1978 – 2000:** State of MN ALJ by contract (labor/ employment, education, human rights, human services and professional licensing cases).

**SPECIALIZED TRAINING:** Complex Education Issues: FMCS-NAA, September 16, 2011;  
Federal Arbitration Practice under the FSMLMR: FMCS-NAA, October 22, 2010; ongoing CLE

**INDUSTRIES:** Agriculture, airlines, automotive, bakery, beverage, chemicals, communications, dairy, education, electronics, electrical workers, entertainment/arts, federal employees, food (manufacturing, processing, service), gasworkers, glass/pottery, grain mill, health care, hotels/motels/casinos/resorts, hospitals/nursing home, iron, lumber, machinery, meat-packing, mining, office and professional workers/clerical, packaging, paint and varnish, police and fire, printing and publishing, postal service, prison guard, pulp and paper, railroad, real estate, restaurant, retail stores, service employees, State, County and City employees (AFSCME), steel, transportation, trucking and storage and utilities.

**ISSUES:** Absenteeism, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (non-discharge, discharge), discrimination (age, disability, race, sex, religion, marital status, national origin), drug testing, FMLA, grievance mediation, health/hospitalization, HIPPA, job performance, job posting/bidding, layoffs/bumping/recall, leave time, management rights, past practices, pension and welfare plans, promotion, safety/health conditions, seniority, sexual harassment, subcontracting, tenure/ reappointment, union security, union elections, wages and benefits, work hours/schedules/assignments, violence or threats.

**CURRENT PERMANENT PANELS:** Teacher Discharge Roster – MN; Jefferson County KY Board of Education and Jefferson County Teachers Assn; ALPA and Compass Airlines; UFCW, Local 1564 and Smith's Food and Drug Stores and Albertson's; USDA, FSIS and NJC of Food Inspection Locals, AFGE.

**PER DIEM FEE:** \$1200.00 plus expenses      **DOCKETING FEE:** \$275.00 per party

**Fee and cancellation policy:** *Per diem* fee charged for travel, hearing and study time (preparation, record review, research and award preparation) for any portion of a day up to seven hours. Time beyond seven hours is prorated. Actual expenses billed as incurred. Car mileage billed at applicable IRS rate. *Per diem* cancellation fee charged for each hearing day cancelled or changed less than 21 days before scheduled date. Change fee may be reduced or waived for good cause.

August 24, 2015